Military - Civilian Conversions

MOS Specialist/ Occupation Field Sponsor Conference

DC, M&RA

Purpose

- **Provide background on Mil-Civ conversions:**
  - **PBD 712**
  - **ACMC Charter**
  - **Data Call**
  - **Methodology for selecting billets**
  - **P&R funding**
- **To provide a recommended course of action**
- **To get MROC approval for implementation of the approved course of action**

PBD 712

- **PBD 712 directed Marine Corps to convert 2029 military billets to civilian in FY 04**
  - **657 previously slated for conversion in FY04**
  - **1372 New conversions (deferred to FY05)**
- **CMC directed DC, M&RA to lead conversion initiative**
- **Working group was established and chartered by ACMC**
- **P&R identified offsets to respond to PBD**

Charter

- Charter (signed by ACMC Feb 04)
  - Guidance
    - **Optimize human resources (Marines/Civilians/Contractor)**
    - **Utilize framework from previous studies (CSWG)**
    - **Return maximum number of Marines (logical/supportable)**
    - **Use on-going Inherently Governmental and Commercial Activities (IGCA) Code review**
  - Products
    - **Process – Codify process for Mil-Civ conversions**
    - **Plans**
      - **Short range – 1,372 FY04/FY05**
      - **Long range – FY06 and beyond (Permanent Process)**
  - MROC approval short range plan May/June 04

Data Call

- **Data call conducted in Feb 04**
  - **MARADMIN 051/04**
    - **Categories of billets considered for conversion**
      - **Chargeable Active Duty**
      - **AR**
      - **FAP**
    - **Encouraged reduced requirements over one-for-one conversions**
- **Received approx 2800 billets recommended for conversion (includes AR and FAPS)**

TFSD Actions

- **TFSD combined all input into a single data base**
  - **Validated all line numbers**
  - **Removed invalid submissions**
  - **FAPS were separate data base**
- **Passed to M&RA**
  - **Sent list to Occ Field Sponsors for review/comment**
  - **Conducted grade shape analysis**
  - **Results of grade shaping reduced chargeable billets to ~1544 (plus FAP 576)**

Prioritization Strategy

- Addresses NAS initiatives:
  - Admin (01XX)
  - Supply (30XX)
  - MCNAFAS (3441)
- HQMC T/O's
- MEPCOM (External Agency billets)
- Elimination of entire MOS (e.g. 8231, 8538, 8921)
- Data Call input:
  - Base/Station recommendations
  - Occ Field Sponsor recommendations
- Others:
  - High Demand/Low Density MOS (Military Police FAP's)
  - All Category 3 FAP's
  - Joint billets (TBD)
  - Okinawa footprint

P&R Funding Offsets

- Funding sources – internal Marine Corps programs (Depot Maintenance, Enlisted Pay, TETS, EFV and MHE biggest bill-payers)
- Funding (PBD 712)*
  - FY05 $ 48 M (one-half man year)
  - FY06 $ 97.4 M
  - FY07 $ 98.8 M
  - FY08 $100.2 M
  - FY09 $101.5 M

* POM 06 offset of $5M+ per year based on 'accepting risk that we will not fully meet the conversion plan/estimated costs'.

Conversion Plan

- Conversion billets across each FY:

FY05	FY06	FY07	FY08
Chargeable NCNAFAS(NAS) Admin (NAS) Supply (NAS) FAP (MP) AR TMO	Chargeable MCNAFAS(NAS) Admin (NAS) Supply(NAS) FAP 3	Chargeable MCNAFAS(NAS) Admin (NAS) Supply(NAS)	Chargeable MCNAFAS (NAS) Admin (NAS)
1653 Total	1006 Total	129 Total	16 Total
$34.3/41.2/48M $73.6/144.4/100.2M	$68.9/106.0/97.4M	$71.2/135.8/98.8M	

COA1/COA2/PBD712

FY05 Conversions

- Conversions for FY05: 1,653

- Active Chargeable billets = 1462 (188 Off & 1274 Enl)
- 58XX MOS FAP billets = 129 (1 Off & 128 Enl)
- Active Reserve Chargeable = 62 (12 Off & 50 Enl)

Implementation Strategy

- **MROC Decision**
- **Execution Phase**
  - **Approved conversions (message to the field)**
  - **P&R Funding**
  - **LOA ramp**
  - **Civilian Recruitment**
  - **Contract conversions coordinated through HQMC (LR)**
  - **Military structure deleted from T/O's FEB 05 Trooplist**
  - **DC, CD will make recommendations for disposition of structure**
  - **Coordination between M&RA and Commands for timing on moving Marines to be replaced by approved civilian conversions**
  - **DoD Report Card**

Working Group concerns

- **Synchronization/Definition of Marine Corps HR Strategy with Mil-Civ Conversion, CSWG, IG/CA coding**
- **2003 IG/CA Inventory identified ~5000 military billets as potential candidates for conversion.**
- **Base and Station Organizations are not standardized**

Working Group concerns

- Conversion impact on AT/FP and other base/station requirements (color guard/funerals, training augmentation, etc.)
- Loss of military personnel vs. timely hiring of civilian replacements
  - Retain military in place through FY05
  - Relief from overstaff policies
  - HR assistance at Regions to expedite hiring
- Timing A-76, MP reorganization, etc.
  - Potential workforce turmoil

COA 2 – ACMC Charter

- **Maximize guidance in charter beyond PBD w/ outyear additions**
  - **Pros**
    - **Complies with Charter for a long term plan**
    - **Opportunity to address more external requirements (e.g. NAS)**
    - **Long term opportunity for conversion**
    - **More structure/manning possible for existing shortfalls**
    - **$$ is available**
  - **Cons**
    - **Could place more stress on Marines in SE**
    - **Costs more than 1372**
    - **Full COA 2 implementation requires additional offsets**

Recommendations

- **Approved COA 2**
- **Continue development of long-term plan**
  - **IGCA transition to M&RA**
  - **Monitor NAS issues (admin, supply, MCNAFAS)**
  - **Monitor conversion progress/report to DoD**
  - **Validate out-year plans**
  - **Coordinate with LR for A-76 competitions**
    - **Pursue with DON for delay of FY05 A-76 studies**
  - **Standardization of Base/Station Organizations**
  - **Synchronize Mil-Civ Conversions with DON/DoD HR strategies**
- **Implementation Message – 1 Oct 04**

Back-Up

MOS Totals

Occupational Field	FY05 Chargeable	FY05 FAP	FY06 Chargeable	FY06 FAP	FY07 Chargeable	FY08 Chargeable
01XX	394	0	80	34	10	0
02XX & 26XX	5	0	5	0	12	0
03 / 08 / 18XX	27	0	2	0	7	0
04XX	22	0	3	0	0	0
06/ 25 / 28XX	130	0	122	22	13	0
30XX	155	0	64	8	30	0
34XX	84	0	57	0	11	11
35XX	94	0	31	24	0	0
58XX	74	117	5	0	0	0

Officer Totals

RESTRICTED OFFICERS		UNRESTRICTED OFFICERS	
WO	1	Lt	31
CWO2	8	Capt	49
CWO3	5	Maj	56
CWO4	5	LtCol	27
CWO5	1	Col	5
Total Restricted	20	Total Unrestricted	168
	TOTAL OFFICER BILLETS : 188		

Command Totals

COMMAND	BILLETS CONVERTED
MARFORRES	16
HQMC	76
MCCDC	423
MCLC	93
MARFORPAC	19
MARFORLANT	31
EXTERNAL COMMANDS	75
TOTAL	**733**

Base/Station Totals

BASE/STATION	BILLETS CONVERTED
MCB QUANTICO	161
MCB CLNC	150
MCB CAMPEN	150
MCB JAPAN	78
MCB HAWAII	59
COMCABEAST	85
COMCABWEST	7
TOTAL	**690**

Score Card

Initiative	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	Total
Food Service Regionalization		594								594
Food Service (OCONUS)	120	330								450
Fleet Assistance Program (FAP)	572			126 Note 1						698
West Coast GME Regionalization		234								234
A-76 Competition	137	224	236							617
NMCI Military Personnel			355							335
Civilian Substitution (Smart Manning)			10	21	24					55
HQMC Civilian Substitution		12	24	35						71
SYSCOM Civilian Substitution			21	20	20					61
PBD - 712				1392 Note 2	1006 Note 3	129 Note 4	16 Note 5			2543
Defense Agency			1	11	9					21
MEPCOM					51 Note 3	45 Note 4				96
Total	829	1394	647	1605	1110	174	16			5775

Note 1 - FY05 FAP conversions associated with PBD 712
Note 2 - FY05 conversions associated with PBD 712
Note 3 - FY06 projected conversions
Note 4 - FY07 projected conversions
Note 5 - FY08 projected conversions